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# Analysis of Volunteering: Employer Support for Employee Volunteerism

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by
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August 1999

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# Abstract

This study uses the microdata from the 1997 National Survey of Giving, Volunteering and Participating and from a comparable survey for 1987 to answer a number of key questions pertaining to the role of employers in support of employee volunteerism.

How extensive is employer support? In 1997, 44 percent of employee volunteers received support from their employer. The most common type of support was permission to use company facilities or equipment (reported by 27 percent of employee volunteers), followed by time off to volunteer (24 percent) and change in work schedule (22 percent). Employer recognition in the form of, for example, a letter was much less common (14 percent).

How has employer support changed over the last 10 years? Over the period 1987-97, the incidence of most types of employer support increased. However, there was also greater concentration of employer support among fewer employees—i.e., the typical employee with employer support received more types of employer support in 1997 than in 1987. As a result, the percentage of employee volunteers receiving employer support declined from 49.1 percent to 44.0 percent.

What organizations or activities do employers support the most? In 1997, employer support was relatively more common for employees who volunteered for philanthropic organizations (79 percent) and associations and unions (69 percent). Also, certain activities, like firefighting or first aid, educating or lobbying, and consulting or administrative tasks, tend to have a higher than average incidence of employer support.

How does employer support affect employee volunteers? There are indications that employee volunteers with employer support tend to volunteer for more hours than volunteers without such support. Also, there are indications that employer support for volunteerism is associated with higher benefits among employee volunteers. The presence of employer support appears to have had its most positive effect on skills directly applicable to the job—fundraising skills, and organization or managerial skills.

This report is part of the series *Analysis of Volunteering* which is comprised of:

- *Results from the 1997 National Survey of Giving, Volunteering and Participating*
- *Employer Support for Employee Volunteerism*

# Résumé

La présente étude utilise les microdonnées de l'Enquête nationale de 1997 sur le don, le bénévolat et la participation, ainsi que celles d'une enquête comparable menée en 1987 pour répondre à un certain nombre de questions essentielles sur l'aide des employeurs aux activités bénévoles des employés.

Quelle est l'ampleur de l'aide des employeurs? En 1997, 44 % des employés bénévoles ont reçu de l'aide de leur employeur. L'autorisation d'utiliser les installations ou le matériel de l'entreprise (déclarée par 27 % des employés bénévoles), suivie de la mise en disponibilité pour faire du bénévolat (24 %) et du changement des horaires de travail (22 %) étaient les genres d'aide les plus couramment cités. La reconnaissance de l'employeur sous la forme d'une lettre, par exemple, était bien moins courante (14 %).

Comment l'aide des employeurs a-t-elle évoluée au cours des dix dernières années? De 1987 à 1997, l'incidence de la plupart de l'aide offerte par les employeurs a augmenté. Toutefois, cette aide allait davantage à un plus petit nombre d'employés – c.-à-d. l'employé type aidé par son employeur recevait davantage de genres d'aide en 1997 qu'en 1987. En conséquence, le pourcentage d'employés bénévoles recevant une aide de leur employeur a baissé de 49,1 % à 44,0 %.

Quelles organisations ou activités les employeurs soutiennent-ils le plus? En 1997, l'aide des employeurs était relativement plus courante aux employés qui faisaient du bénévolat pour des organisations philanthropiques (79 %), et des associations et syndicats (69%). En outre, les employeurs tendaient à aider plus souvent que la moyenne certaines activités, comme la lutte anti-incendie ou le secourisme, l'éducation et le lobbying, ainsi que les activités de consultation ou d'administration.

Quelle est l'incidence de l'aide des employeurs sur les employés bénévoles? Certains éléments indiquent que les employés bénévoles qui reçoivent une aide de leur employeur tendent à faire du bénévolat pendant un plus grand nombre d'heures. En outre, il y a des indications que l'aide des employeurs au bénévolat apporte des avantages supplémentaires aux employés bénévoles. L'aide des employeurs semble avoir eu la plus forte incidence sur les compétences directement applicables à l'emploi – compétences en levée de fonds, et compétences en organisation ou en gestion.

Le présent rapport fait partie de la série *Analysis of Volunteering* qui comprend :

- *Results from the 1997 National Survey of Giving, Volunteering and Participating*
- *Employer Support for Employee Volunteerism*

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# 1. Introduction

One way employers can help the volunteer sector is by supporting volunteerism among their employees by, for example, providing time off or allowing flexibility in work schedule to accommodate voluntary activities, by permitting the use of company facilities or equipment, or by simply praising their employees formally or informally for their volunteer activities.

Employer support for volunteerism can have several important benefits. For example, support for volunteerism can generate good will in the community and among the employees, or be part of a company's effort to facilitate the transition of employees into retirement.

Employer support for volunteering can have an effect on the level of volunteer effort and the outcomes of volunteering. For example, employer support has the potential of encouraging more employees to become volunteers or allowing current employee volunteers to volunteer more hours. It has also the potential of affecting the outcomes of volunteering. For example, it may encourage certain types of volunteering and it may lead to stronger work-related benefits.

The objective of this study is to explore the above aspects of employer support to employee volunteers. Some of the specific questions addressed here are: how extensive is employer support? what organizations and activities do employers support more? what kind of support do they provide? does employer support encourage volunteer effort among employees? are the benefits of volunteering, as perceived by the employees, different when there is employer support?

By better understanding the extent and nature of employer support, it is hoped that we can learn more about the importance of employer support for employee volunteers. This can also help volunteer organizations develop a better strategy for promoting volunteerism among employees by capitalizing on the importance of employer support.

The study is based on the data from the 1997 National Survey of Giving, Volunteering and Participating (NSGVP). The survey was carried out by Statistics Canada in the fall of 1997, as a

supplement to the monthly Labour Force Survey. It was undertaken on behalf of a consortium of federal departments and non-profit organizations.[1]

The NSGVP collected information on volunteer work, charitable donations, and participation in social activities and organizations from 18,301 individuals, age 15 or older, over the 12-month period November 1996 to October 1997.

The study also used data from the 1987 Voluntary Activity Survey (VAS). The VAS collected information on volunteer activity from 26,657 individuals, age 15 years or older, over the 12-month period November 1986 to October 1987. The 1987 data were used primarily for comparing the level of volunteer effort between 1987 and 1997.

In what follows, Section 2 looks at the rate of participation and hours of volunteering of employees, as well as the incidence of employer support among employee volunteers. Section 3 examines what types of support do employers provide to employee volunteers and which activities tend to get more employer support. Section 4 attempts to answer the question: does employer support encourage more employee volunteer effort? Section 5 concludes the analysis by examining if employer support leads to stronger perceived benefits among employee volunteers, in general or with respect to certain types of benefits, such as improvement of skills directly applicable to a job.

[1] The following organizations were involved: the Canadian Centre for Philanthropy; Canadian Heritage; Health Canada; Human Resources Development Canada; the Non-Profit Research Initiative; Statistics Canada; and Volunteer Canada.

# 2. Employee Volunteering and Employer Support

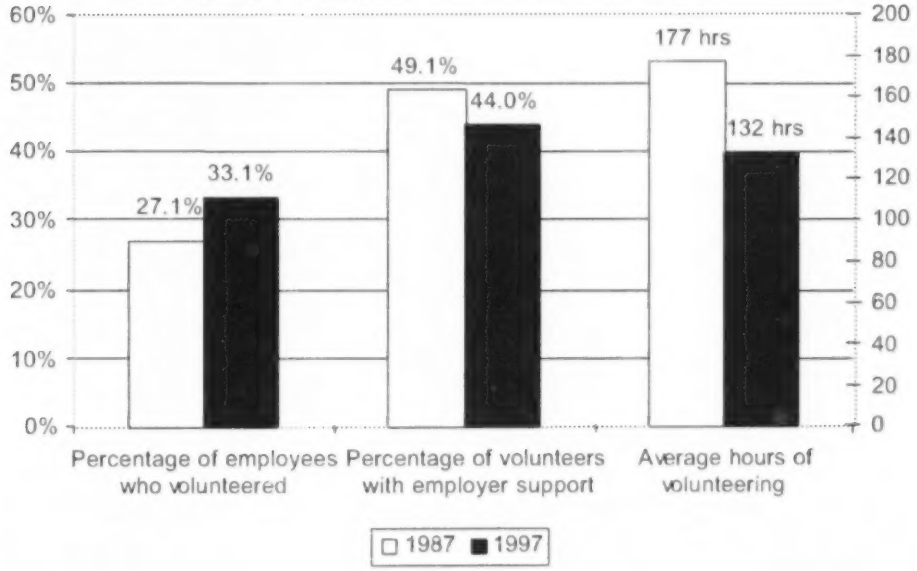
Section 2 looks at the rate of participation and hours of volunteering of employees, as well as the incidence of employer support among employee volunteers. First overall results and comparisons between 1997 and 1987 are presented, followed by an examination of the incidence of volunteering and employer support by employee characteristics.

## 2.1 Overall Results

Chart 1 shows that 33.1% of all employees volunteered for an organization in 1997, up from 27.1% in 1987. Most of the increase concentrated among volunteers with few annual hours of volunteering. As a result, between 1987 and 1997, the average hours of volunteering declined from 177 to 132.

Chart 1 also shows that an estimated 44.0% of employee volunteers received some type of support from their employer—such as approval to use company facilities or time off to do volunteer work. The percentage of employees who received employer support declined between 1987 and 1997 from 49.1% to 44.0%.

**Chart 1: Change in Employee Volunteer Effort and Employer Support of Volunteers, 1987-97**



As it is shown later, the incidence of most types of employer support increased over the 10-year period. However, there was also greater concentration of employer support among fewer employees—i.e. the typical employee with employer support received more types of employer support in 1997 than in 1987. The greater concentration of employer support explains the decline in the percentage of employee volunteers receiving employer support.

## 2.2 Employees vs. Non-Employees

Table 1 compares the volunteer effort of employees to the rest of the population in 1987 and 1997. In both years, the incidence of volunteering among employees was slightly above the average for all individuals age 15 years or older. Part-time employees and self-employed had the highest incidence of volunteering, while those not in the labour force had the lowest incidence.

In terms of average hours of volunteering, employees had the lowest hours and there is virtually no difference between full-time and part-time employees. Those not in the labour force had the highest average hours of volunteering.

**Table 1: Volunteering Effort by Labour Force Status, 1997 and 1987**

| | | 1997 | | | |
|---|---|---|---|---|---|
| | | Employee volunteering | | | Received |
| | | Incidence (percentage) | Average hours | Median hours | employer support |
| Employees | | 33.1 | 132 | 60 | 44.0% |
| | Full-time | 30.6 | 132 | 59 | 46.0% |
| | Part-time | 43.7 | 133 | 64 | 38.1% |
| Self-employed | | 42.0 | 154 | 80 | n/a |
| Unemployed | | 29.7 | 141 | 55 | n/a |
| Not in the labour force | | 26.8 | 176 | 76 | n/a |
| **All individuals** | | 31.4 | 149 | 66 | n/a |
| | | **1987** | | | |
| | | Employee volunteering | | | Received |
| | | Incidence (percentage) | Average hours | Median hours | employer support |
| Employees | | 27.1 | 177 | 91 | 49.1% |
| | Full-time | 25.7 | 176 | 92 | 55.5% |
| | Part-time | 34.9 | 178 | 90 | 38.4% |
| Self-employed | | 36.8 | 179 | 81 | n/a |
| Unemployed | | 23.1 | 202 | 96 | |
| Not in the labour force | | 25.1 | 217 | 105 | n/a |
| **All individuals** | | 26.8 | 191 | 96 | n/a |

The direction of change in incidence and hours of volunteering was similar among all labour force groups. In all cases, the incidence of volunteerism increased between the two years, while the average hours of volunteering declined. As was noted above, further probing of the data revealed that the decline in the average hours of volunteering does not reflect a decrease in volunteer effort, but the increase in the number of volunteers with few hours of volunteering.

## 2.3 Results by Employee Characteristics

Table 2 looks at the incidence of volunteering among employees and the incidence of employer support among volunteering employees by different employee characteristics.

In terms of incidence of volunteering, it is highest among employees with university education, incomes above $80,000, employees with school-age kids, and those working part-time. It is lowest among those with no post-secondary education and employees in Quebec.

In terms of incidence of employer support among employee volunteers, there is generally less variation by employee characteristics than is the case with respect of the incidence of volunteering. Employer support for volunteering is more common among employee volunteers with high education and high incomes. On the other hand, employer support is less common among older volunteers and volunteers in Quebec.

Part-time employees are also less likely to receive employer support than full time employees. This is not surprising. It probably reflects the fact that part-time employees are less likely to need employer support—especially with respect to time off or change in working schedule.

**Table 2: Incidence of Employee Volunteering and Incidence of Employer Support for Volunteeering by Employee Characteristics, 1997**

| | Percentage of employees volunteering | Percentage of volunteers with support |
|---|---|---|
| AGE | | |
| 15-24 | 34 | 45 |
| 25-34 | 29 | 48 |
| 35-44 | 36 | 43 |
| 45-54 | 35 | 44 |
| 55+ | 30 | 36 |
| SEX | | |
| Male | 30 | 45 |
| Female | 36 | 44 |
| REGION | | |
| Atlantic | 40 | 45 |
| Quebec | 23 | 36 |
| Ontario | 33 | 45 |
| Man/Sask | 46 | 48 |
| Alta/BC | 38 | 46 |
| EDUCATION | | |
| No high school diploma | 21 | 38 |
| High school diploma | 27 | 44 |
| Some post-sec/trades | 35 | 46 |
| College/ CEGEP | 36 | 41 |
| University degree | 48 | 48 |
| HOUSEHOLD INCOME | | |
| Under $20,000 | 25 | 40 |
| $20,000-$39,999 | 27 | 40 |
| $40,000-$59,999 | 31 | 43 |
| $60,000-$79,999 | 35 | 44 |
| $80,000 or more | 46 | 49 |
| WORKED FULL/PART TIME | | |
| Full time | 31 | 46 |
| Part-time | 44 | 38 |
| AGE OF YOUNGEST CHILD | | |
| Youngest 0- 5 yrs | 29 | 42 |
| Youngest 6-12 yrs | 45 | 43 |
| Youngest 13-17 yrs | 42 | 39 |
| Youngest 18+ yrs | 29 | 44 |
| No children | 30 | 46 |
| **All** | **33** | **44** |

# 3. Types of Employer Support

Section 3 examines what types of support do employers provide to employee volunteers. The section begins with an overview of the types of support provided by employers, followed by an examination of whether the type of support differs depending on the type of volunteer organization. It also looks at the volunteer activities of employees and which activities tend to get more employer support.

## 3.1 Overview of Types of Support

The NSGVP identified four types of employer support to employee volunteers, plus a residual type consisting of any other type of support. Chart 2 list the various types of support by frequency of reporting.

Approval to use facilities or equipment was the most common type of employer support. About 26% of volunteering employees reported this type of support in 1997. It was followed closely by time off or change of work schedule to accommodate volunteering. Employer recognition, for example a letter of thanks, was much less common.

**Chart 2: Incidence of Various Types of Employer Support Among All Employee Volunteers 1997 vs. 1987**

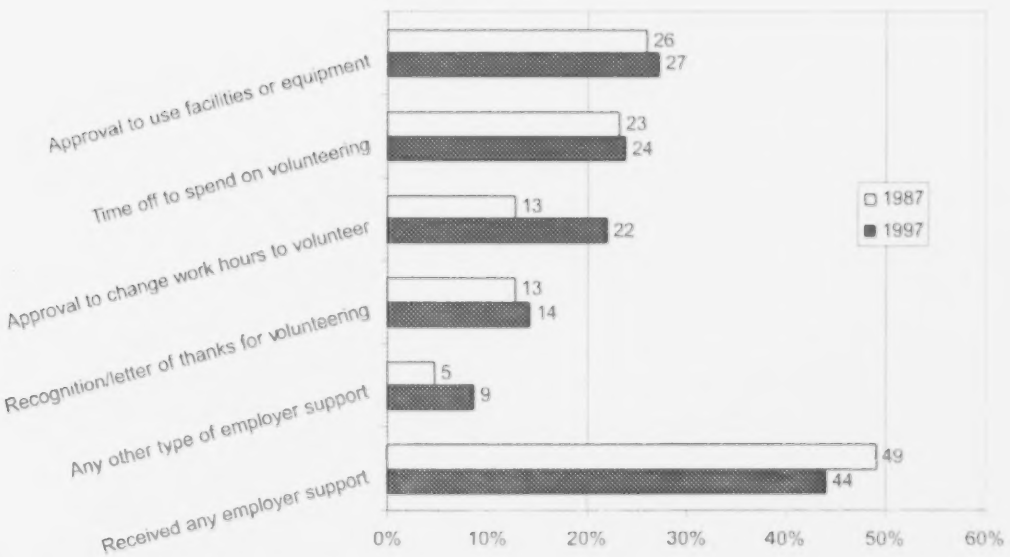


Chart 2 shows that all types of employer support were more frequently reported by employee volunteers in 1997 than 1987. At the same time, the percentage of employee volunteers who reported that they received any employer support actually declined between the two years.

This paradoxical result is explained by the fact that the average employee volunteer who received employer support reported more types of support in 1997 than in 1987. In particular, Table 3 shows that there was a significant increase in the percentage of employees who reported three or more types of employer support in 1997.

**Table 3: Distribution of Employee Volunteers by Number of Types of Employer Support, 1987 vs. 1997**

| | 1987 (percentage) | 1997 (percentage) |
|---|---|---|
| No support | 50.9 | 56.0 |
| One type of support | 27.4 | 15.2 |
| Two types of support | 14.4 | 13.2 |
| Three types of support | 5.9 | 9.4 |
| Four types of support | 1.2 | 4.9 |
| Five types of support | 0.1 | 1.4 |
| At least one type of support | 49.1 | 44.0 |
| **Average number of types of support among those receiving employer support** | 1.6 | 2.2 |

Thus, the overall decline in the incidence of employer support does not necessarily reflect an overall decline in employer commitment to supporting employee volunteers, but rather a greater concentration of employer support among fewer employees.

Finally, Chart 3 compares the distribution of types of employer support between employees who received one type of support and those who received two or more types of support.

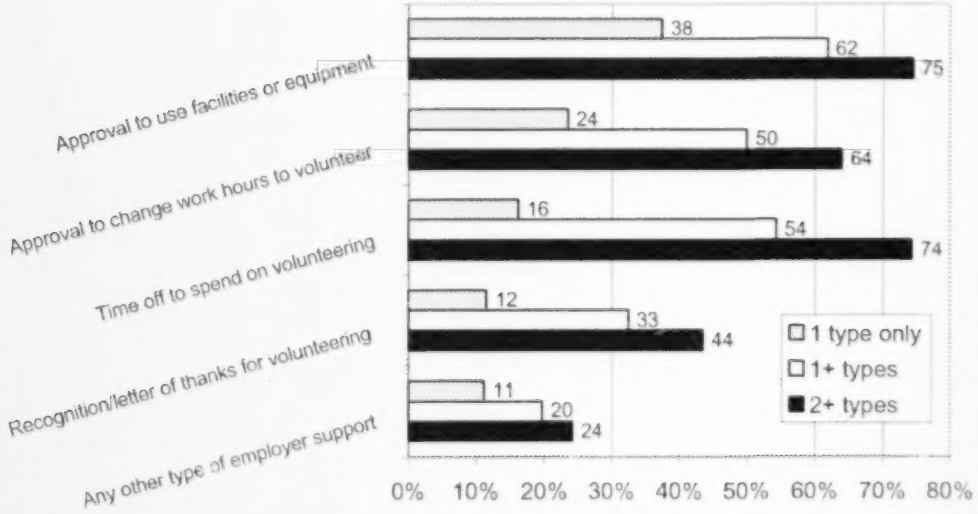
Thus, for example:

- Chart 2 shows that in 1997 27% of all employees who volunteered received employer support in the form of approval to use company facilities or equipment.
- Chart 3 shows that the 44% of the employees who received employer support, 62% received support in the form of approval to use company facilities or equipment (27%/44%).

Chart 3 also compares the incidence of a particular type of support when only one type of support is received by the employee, versus its incidence when two or more types of support are received. The idea behind this comparison is to see if certain types of support are more common when only one type of support is provided, suggesting that these types of support may be more important.

- Chart 3 suggests that approval to use company facilities or equipment is the most important type of employer support. It is the most common type when only one type of support is received by the employee.
- Chart 3 also shows that when more than one type of support are provided, time off to volunteer is as common as approval to use company facilities or equipment. This suggests that time off to volunteer is important, but less important than permission to use company facilities or equipment.
- Approval to change work hours is more common than time off to volunteer when one type of support is provided. The order of importance is reversed, however, when two or more types of support are received. This suggest that employees are more likely to receive first a change in work schedule before they receive time off to volunteer.

**Chart 3: Incidence of Various Types of Employer Support Among Volunteering Employees who Received Support (One Type of Support vs. Two or More Types of Support)**



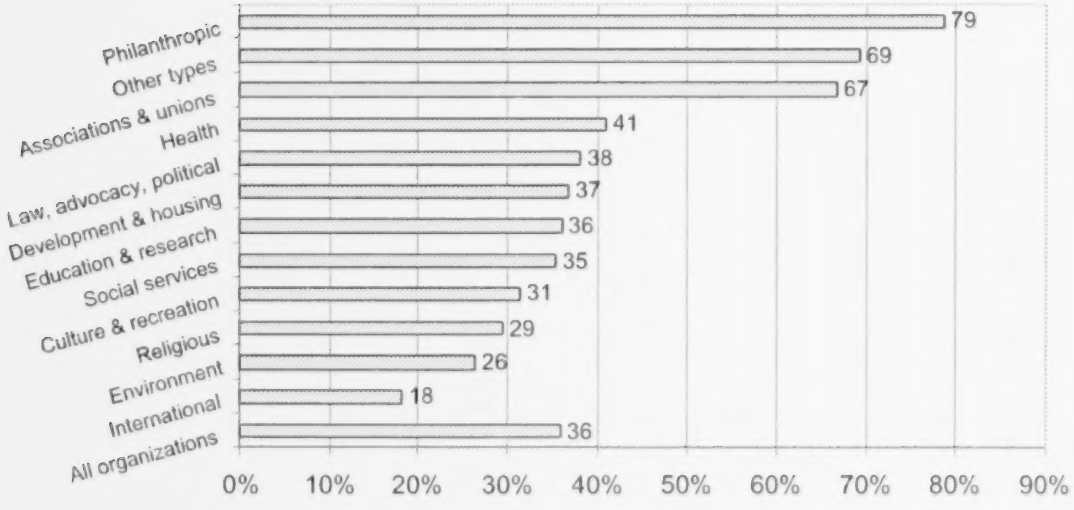
## 3.2 Incidence of Employer Support by Type of Organization

The incidence of employer support by type of organization is more difficult to determine. The reason is that the NSGVP questionnaire identifies the presence of employer support in general, not in relation to a specific organization or specific activity.

Of all employee volunteers, 43% volunteered for more than one organization. This means that a direct connection between employer support and volunteer organizations can be made only with respect to the remaining 57% of the employees who volunteered for one organization only.

A comparison of employees who volunteer for one organization and employees who volunteered for two or more organizations shows that the distribution of organizations by type is very similar. As a result, concentrating on employees who volunteered for one organization only would not likely introduce a major distortion.

**Chart 4: Incidence of Employer Support by Type of Organization, 1997**
**(Among Employees who Volunteered for One Organization Only)**



Of all employees who volunteered for one organization, 36% received employer support in 1997. The results of the analysis show that:

- Employees who volunteered for philanthropic organizations, associations/ unions, and a residual other category had the highest incidence of employer support (Chart 4). However, they accounted for only 6% of all employee volunteers (Table 4).
- On the other hand, employees who volunteered for cultural/recreational organizations, the most common type of organization, had a lower than average incidence of employer support (31%).
- Employees who volunteered for the next two most common types of organization received average or lower employer support—35% in the case of social service organizations and 29% in the case of religious organizations.
- Employees who volunteered for environmental and international organizations had the lowest incidence of employer support, but they only accounted for about 3% of all employee volunteers.

**Table 4: Distribution of Employees with and without Employer Support by Type of Volunteer Organization, 1997**
**(in percentages)**
**(Among Employees Who Volunteered for One Organization)**

| | Distribution of Employee Volunteers | | | |
|---|---|---|---|---|
| | With employer support | Without employer support | All employee volunteers | Incidence of employer support |
| Culture & recreation | 28.0 | 34.0 | 32.0 | 31.0 |
| Social services | 22.0 | 22.0 | 22.0 | 35.0 |
| Religious | 12.0 | 15.0 | 14.0 | 29.0 |
| Health | 13.0 | 10.0 | 11.0 | 41.0 |
| Development & housing | 5.0 | 5.0 | 5.0 | 37.0 |
| Education & research | 4.0 | 4.0 | 4.0 | 36.0 |
| Philanthropic | 7.0 | 1.0 | 3.0 | 79.0 |
| Law, advocacy, political | 3.0 | 3.0 | 3.0 | 38.0 |
| Environment | 2.0 | 3.0 | 2.0 | 26.0 |
| Associations & unions | 3.0 | 1.0 | 2.0 | 67.0 |
| International | 0.3 | 1.0 | 1.0 | 18.0 |
| Other | 1.0 | 0.3 | 1.0 | 69.0 |
| **All organizations** | 100.0 | 100.0 | 100.0 | 36.0 |
| **Number of employees (000s)** | 763.0 | 1361.0 | 2124.0 | |

## 3.3 Types of Employer Support by Type of Organization

Table 5 shows the incidence of various types of support by type of volunteer organization. The table is restricted to employees who received employer support and volunteered for one organization only.

**Table 5: Incidence of Various Types of Employer Support By Type of Volunteer Organization, 1997 (in percentages) (Among Employees Who Volunteered for One Organization and Received Employer Support)**

| | Approval to use facilities/ equipment | Time off to volunteer | Approval to change work hours | Recognition/ letter of thanks | Other type of support |
|---|---|---|---|---|---|
| Philanthropic | 87 | 72 | 36 | 66 | 18 |
| International | 83 | 40 | 23 | 40 | 23 |
| Environment | 71 | 56 | 80 | 47 | 30 |
| Associations & unions | 68 | 68 | 47 | 20 | 29 |
| Health | 62 | 50 | 38 | 47 | 22 |
| Development & housing | 62 | 38 | 35 | 20 | 26 |
| Social services | 58 | 43 | 45 | 31 | 15 |
| Education & research | 57 | 57 | 57 | 34 | 28 |
| Culture & recreation | 53 | 50 | 49 | 32 | 12 |
| Religious | 44 | 64 | 69 | 19 | 18 |
| Law, advocacy, political | 38 | 57 | 53 | 43 | 60 |
| **All organizations** | 58 | 52 | 48 | 35 | 17 |

The sum of the incidence of various types of support add to more than 100%, since most employees with employer support receive more than one type of support (the average number of types of support being 2.2).

The results show that the type of support provided by employers tends to depend on the nature of the organization for which employees volunteer. For example, approval to use company facilities or equipment (which is the most common type of employer support) varies from 87% for philanthropic organizations and 83% for international organizations, to 44% for religious organizations and 38% for law, advocacy and political organizations.

This means that the needs of employee volunteers and the type of employer support required will tend to depend on the nature of the organization for which the employees volunteer.

## 3.4 Incidence of Employer Support by Type of Activity

Section 3 concludes by looking at the volunteer activities of employees and the corresponding incidence of employer support. The analysis is restricted to employees who volunteered for one organization. Furthermore, it is assumed that if employees received employer support, they received it for all activities. The reason for the latter assumption is that there is no way in the survey to identify which activities were actually supported by the employer.

According to the NSGVP, 2,124 thousand employees volunteered for one organization in 1997. They were involved in 5,315 thousand activities, or 2.5 activities per employee.

Table 6 shows the distribution of these 5,315 thousand activities, rather than the distribution of the employees who undertook them. The table shows that:

- The three most common activities among employee volunteers were: organizing or supervising events; canvassing and fundraising; and being a unpaid member of a committee. Collectively these three types of activities accounted for about 41% of all employee voluntary activities.
- About 43 percent of the activities were undertaken by employees who received employer support. In most cases there is no significant variation in the incidence of employer support among the different types of activities.
- Three types of activities appeared to have received a higher than average rate of employer support: fire fighting or first aid; help educate or lobby; and consulting or administrative tasks.

**Table 6: Distribution of Employee Activities**
**by Type of Volunteer Activity, 1997**
**(in percentages)**
**(Among Employees Who Volunteered for One Organization)**

| | Distribution of Employee Activities | | | Incidence |
|---|---|---|---|---|
| | With employer support | Without employer support | All employee activities | of employer support |
| Organize/supervise events | 17 | 16 | 16 | 45 |
| Canvassing, fundraising | 13 | 14 | 14 | 40 |
| Unpaid committee member | 11 | 10 | 11 | 45 |
| Teach/coach for an organization | 8 | 8 | 8 | 41 |
| Consulting, office, administration | 9 | 7 | 8 | 50 |
| Other | 5 | 9 | 7 | 32 |
| Help to educate, influence, lobby | 9 | 6 | 7 | 52 |
| Provide care or support | 6 | 7 | 7 | 41 |
| Collect, serve, or deliver food | 5 | 6 | 6 | 40 |
| Drive for an organization | 5 | 5 | 5 | 41 |
| Maintain/repair building facilities | 4 | 5 | 4 | 40 |
| Assist a self-help group, e.g.,AA | 2 | 2 | 2 | 37 |
| Protecting the environment | 2 | 2 | 2 | 40 |
| Provide health care, hospitals | 1 | 2 | 2 | 41 |
| First aid, fire fighting | 2 | 1 | 2 | 60 |
| **All activities** | 100 | 100 | 100 | 43 |
| **Number of activities (000s)** | 2,274 | 3,041 | 5,315 | |
| **Number of employees (000s)** | 763 | 1,361 | 2,124 | |

# 4. Employer Support and Hours of Volunteering

Section 4 attempts to answer the following question: does employer support encourage more employee volunteer effort? It begins with a descriptive analysis based on simple charts, and concludes with the estimation of two regression equations.

## 4.1 Descriptive Analysis

Since the survey questions pertaining to employer support were asked only among employees who volunteered, it is possible study the possible effect of employer support on the employees' hours of volunteering only, but not on their decision to volunteer or not.

Chart 5a shows that there is positive correlation between the presence of employer support and the hours of work. In particular, among employees who volunteered for one organization, employees who received employer support volunteered 10 hours more (or 13 percent more) than employee volunteers without employer support. The comparison among employees who volunteered for more than one organizations is ambiguous because it is not known for which organization the support was provided.

**Chart 5a: Average Hours of Volunteering, 1997**
**(Among Employees With and Without Employer Support)**

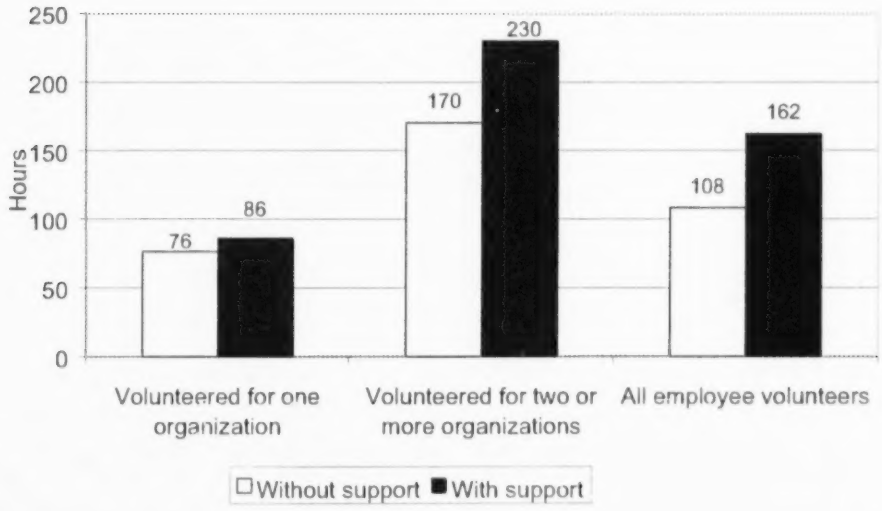
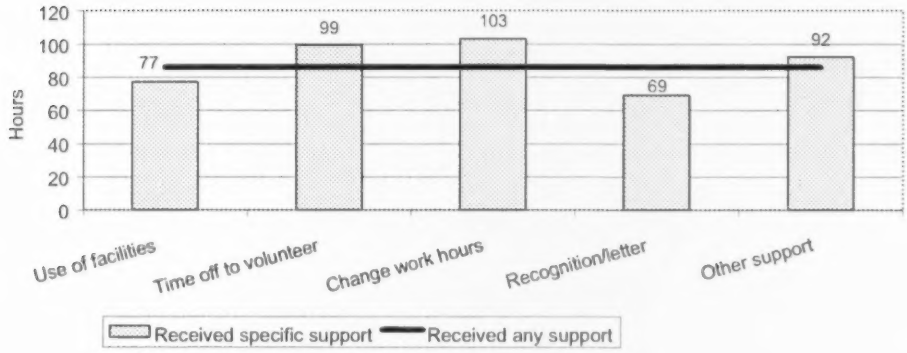


Chart 5b looks at the hours of volunteering of employees who volunteered for one organization and received employer support. It attempts to examine if certain types of support are more effective than others in encouraging more hours of volunteering. Chart 5b suggests that the correlation between employer support and hours of volunteering is relatively stronger in the case of time off to volunteer and change in the work schedule to accommodate volunteer activities.

**Chart 5b: Average Hours of Volunteering by Type of Employer Support, 1997**
**(Among Employees who Volunteered for One Organization and Received Employer Support)**




The above results suggest that employer support encourage more volunteer effort among employees and that time off to volunteer or a change in work schedule are more effective than other types of support.

However, the results should be interpreted with caution. The reason is that the direction of causality in the above correlation is not entirely clear. For example, while it is quite plausible to expect that employer support encourages more volunteer effort, it is equally plausible that employees who volunteer for many hours are more likely to request employer support, particularly in the form of a change in work schedule or time off.

## 4.2 Regression Analysis

The relationship between employer support and hours of employee volunteering was further probed using regression analysis. The regression models suffer from the same limitation as the descriptive analysis—i.e. it is not clear what part of the correlation between employer support and hours of volunteering is due to the effect of employer support on hours of employee volunteering, as opposed to the possibility that employees with many hours of volunteering are more likely to request employer support.

The regression analysis is restricted to employees who volunteered for one organization in 1997. All independent variables are categorical variables. The dependent variable is the hours of volunteering.

### 4.2.1 Effect of Employer Support in General

Regression model 1 tests the effect of employer support in general, regardless of what specific type of support was provided. The regression results are summarized Table 7, while detailed regression results are shown in Appendix A (Regression 1).

**Table 7: Effect of Employer Support on Hours of Volunteering (Among Employees Who Volunteered for One Organization, Summary of Regression Results)**

| | b-coeffic. | Stand.err. | t-statistic | |
|---|---|---|---|---|
| Effect of: | | | | |
| Employer support in general | 14,0 | 5,5 | 2,5 | |
| Permission to use company facilities/equip | 1,0 | 6,5 | 0,1 | (*) |
| Time off to volunteer | 28,0 | 6,8 | 4,1 | |
| Change in work time schedule | 28,0 | 7,0 | 4,0 | |
| Recognition or letter of thanks | -5,0 | 8,0 | -0,6 | (*) |

* Effect on employee hours of volunteering is not statistically different from zero, using the standard 95% probability confidence interval. For detailed regression results see Appendix.

The regression results show that:

- The expected average hours of volunteering is 14 hours higher among employees with employer support; the effect of employer support on hours of volunteering is statistically significant.

- Other characteristics associated with higher hours of volunteering are: male gender; youngest child 18 years of age or older; weekly attendance of religious service; and low income.
- The most negative factors are: presence of pre-school age kids; low education; full-time employment; and incomes above $80,000 (although in the later case the incidence of volunteering, as opposed to the hours of volunteering, is very high).

### 4.2.2 Effect of Specific Types of Employer Support

Regression models 2a to 2d test the effect of specific types of employer support on employees' volunteer hours. In these models, the simple binary variable for the presence of employer support is replaced by four alternative binary variables representing each of the four different types of employer support. The results are summarized again in Table 7 and are shown in detail in Appendix A (Regressions 2a to 2d). The regression results show that:

- Only time off and change of work time schedule has a positive effect on the hours of volunteering (by about 28 hours in both cases).

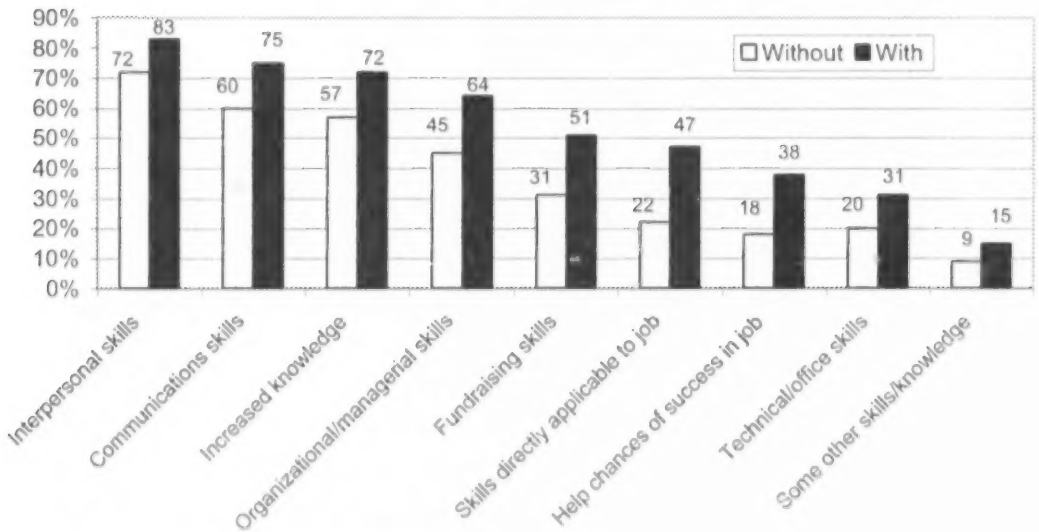
- On the other hand, permission to use company facilities or equipment, and recognition or a letter of thanks has no statistically significant effect on the hours of volunteering by employees.

## 5. Other Effects of Employer Support

Section 5 concludes the analysis by examining if employer support leads to stronger perceived benefits among employee volunteers, in general or with respect to certain types of benefits, such as improvement of skills directly applicable to job.

Chart 6a shows that a high percentage of employee volunteers, with or without employer support, reported several types of benefits resulting from their volunteer activities. The most widely reported benefits, reported by more than half of all employee volunteers, related to interpersonal skills, communication skills, increased knowledge, and organizational or managerial skills. Other benefits reported by many employee volunteers were fundraising skills, skills directly applicable to job improved chances of success at work and technical or office skills.

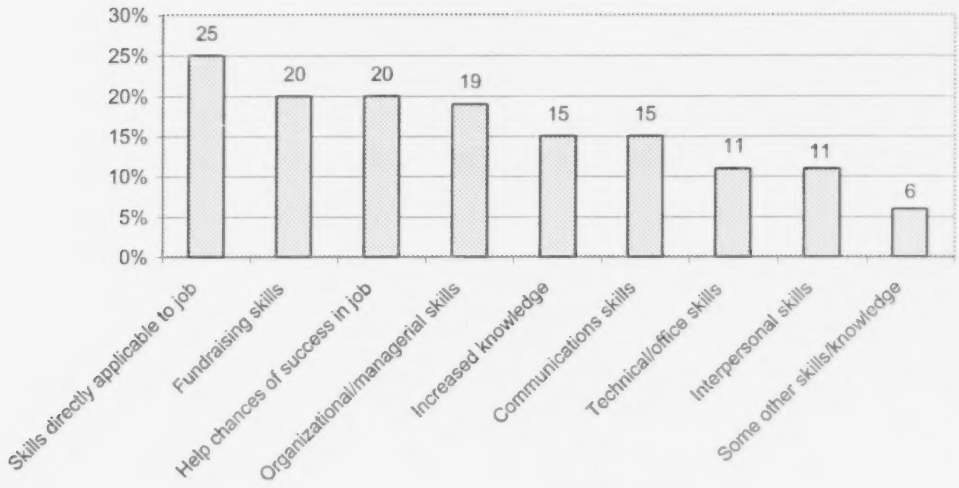
**Chart 6a: Benefits of Volunteering Without and With Employer Support**




One of the most interesting findings of the analysis was that the rate of reporting of the above benefits was in all cases higher among those who received employer support. The presence of employer support appears to have had its most positive effect on skills directly applicable to job,

fundraising skills, help chances of success in job, and organization or managerial skills. In these cases, the rate of reporting of benefits was higher among employees with employer support by at least 19 percentage points. However, the rest of the benefits were also more frequently reported by employee volunteers with employer support (Chart 6b).

**Chart 6b: Percentage Reporting Benefits of Volunteering Among Those With Support Minus Those Without Support**




The statistical significance of the above findings were tested using logit regression analysis. Nine different regression models were estimated, one for each type of type of benefit of volunteering.

The logit regression results not only confirmed the statistical significance of employer support, but also showed that employer support was a much more important explanatory variable than any of the other independent variables used in the regression—i.e., age, gender, region, education, income, presence of pre-school age kids, and full versus full-time employment. The incremental R-square of the employer support variable was typically several times larger than that of any of the other independent variables.

It is not possible to determine from the survey data to what extent employer support improves the benefits of volunteering, as opposed to employer support being more common for activities that tend to result in stronger benefits. The ambiguity of cause and effect is not uncommon in

regression analysis. However, although the relative strength of the two directions of causality cannot easily be determined, the empirical evidence strongly suggests that employer support is associated with stronger benefits among volunteering employees.

# 6. Conclusion

The results of the study show that many employee volunteers receive employers support (44 percent in 1997). The most common type of support is permission to use company facilities, followed by time off or changes in work schedule to accommodate volunteering.

There is evidence that employer support has tangible benefits. For example, there is a strong positive correlation between employer support in the form of time off or change in work schedule, and the hours of volunteering.

Also, there is strong positive correlation between employer support for volunteerism and frequency of reporting of perceived benefits of volunteering. The presence of employer support appears to have had its most positive effect on skills directly applicable to job, fundraising skills, help chances of success in job, and organization or managerial skills.

The study results show that employers can and often do play an important role in assisting the volunteer activities of their employees. Moreover, the study results show that there are direct benefits to the employer in the form, for example, of developing skills that are directly applicable to employees' jobs.

In addition, there are other potential benefits to employers which, although more difficult to quantify, can be significant. These include, for example, the creation of good will in the community and using volunteerism to bridge the transition of the aging workforce into retirement.

# Appendix

## Regression Results

### Regression 1: Any Type of Support

Volunteer Hours as a Function of Employer Support
Among All Employees Who Volunteered for One Organization, 1997

| Variable | | b-coefficient | | Standard error | t-statistic |
|---|---|---|---|---|---|
| DEPENDENT | Volunteer hours | | | | |
| ZEMPSUP | Employer support | 13.91 | | 5.53 | 2.51 |
| FULLTIME | Full time employee | -25.44 | | 7.56 | -3.37 |
| AGE1 | Age 15-24 | -28.14 | | 10.78 | -2.61 |
| AGE2 | Age 25-34 | 10.09 | ns | 7.68 | 1.31 |
| AGE3 | Age 35-44 | | Reference category | | |
| AGE4 | Age 45-54 | -8.33 | ns | 8.22 | -1.01 |
| AGE5 | Age 55+ | -18.28 | ns | 11.45 | -1.60 |
| SEX1 | Male | 28.87 | | 5.54 | 5.21 |
| REGION1 | Atlantic | 8.17 | ns | 10.37 | 0.79 |
| REGION2 | Quebec | 0.32 | ns | 7.46 | 0.04 |
| REGION3 | Ontario | | Reference category | | |
| REGION4 | Man/Sask | -26.41 | | 10.21 | -2.59 |
| REGION5 | Alta/BC'. | 0.26 | ns | 6.82 | 0.04 |
| EDUC1 | No high school diploma | -23.82 | | 9.71 | -2.45 |
| EDUC2 | High school diploma | | Reference category | | |
| EDUC3 | Some post-sec/trades | -12.99 | ns | 8.13 | -1.60 |
| EDUC4 | College/ CEGEP | -5.92 | ns | 8.37 | -0.71 |
| EDUC5 | Univers. degree | 16.07 | ns | 8.55 | 1.88 |
| STUDENT1 | Full-time student | 4.60 | ns | 12.79 | 0.36 |
| STUDENT2 | Part-time student | -14.10 | ns | 15.67 | -0.90 |
| STUDENT3 | Not a student | | Reference category | | |
| KIDS1 | Youngest 0- 5 yrs | -20.47 | | 9.59 | -2.14 |
| KIDS2 | Youngest 6-12 yrs | | Reference category | | |
| KIDS3 | Youngest 13-17 yrs | -7.43 | ns | 11.30 | -0.66 |
| KIDS4 | Youngest 18+ yrs | 24.59 | | 12.44 | 1.98 |
| KIDS5 | No children | 5.94 | ns | 8.61 | 0.69 |
| HEALTH1 | Excellent | -0.65 | ns | 7.20 | -0.09 |
| HEALTH2 | Very good | 0.61 | ns | 6.93 | 0.09 |
| HEALTH3 | Good | | Reference category | | |
| HEALTH4 | Fair | -15.28 | ns | 12.16 | -1.26 |
| HEALTH5 | Poor | -4.07 | ns | 29.35 | -0.14 |
| REL_ATT1 | At least once a week | 51.51 | | 9.20 | 5.60 |
| REL_ATT2 | At least once a month' | | Reference category | | |
| REL_ATT3 | 3 or 4 times a year | -2.87 | ns | 10.16 | -0.28 |
| REL_ATT4 | Once or twice a year | -4.42 | ns | 10.53 | -0.42 |
| REL_ATT5 | Not at all | 3.24 | ns | 8.52 | 0.38 |
| INCOME1 | Under $20,000 | 28.66 | | 10.13 | 2.83 |
| INCOME2 | $20,000-$39,999 | -1.38 | ns | 7.90 | -0.18 |
| INCOME3 | $40,000-$59,999 | | Reference category | | |
| INCOME4 | $60,000-$79,999 | 9.98 | ns | 7.68 | 1.30 |
| INCOME5 | $80,000 or more | -27.43 | | 7.58 | -3.62 |
| (Constant) | | 80.09 | | 13.96 | 5.74 |

Adjusted R-square: 5.0%  Standard error: 141.7  No. of observations: 2,988
ns: b-coefficient not significant at the 95% level of confidence.

**Appendix** (*cont.*)

## Regression 2a: Permission to Use Company Facilities or Equipment

**Volunteer Hours as a Function of Employer Support**

**Among All Employees Who Volunteered for One Organization, 1997**

| Variable | | b-coefficient | | Standard error | t-statistic |
|---|---|---|---|---|---|
| DEPENDENT | Volunteer hours | | | | |
| ZAQ22A | Use of company facilities/equip. | 0.91 | ns | 6.51 | 0.14 |
| FULLTIME | Full time employee | -24.66 | | 7.58 | -3.25 |
| AGE1 | Age 15-24 | -28.08 | | 10.80 | -2.60 |
| AGE2 | Age 25-34 | 10.65 | ns | 7.69 | 1.39 |
| AGE3 | Age 35-44 | | | Reference category | |
| AGE4 | Age 45-54 | -8.48 | ns | 8.23 | -1.03 |
| AGE5 | Age 55+ | -19.87 | ns | 11.45 | -1.74 |
| SEX1 | Male | 28.81 | | 5.55 | 5.19 |
| REGION1 | Atlantic | 7.50 | ns | 10.38 | 0.72 |
| REGION2 | Quebec | -0.60 | ns | 7.46 | -0.08 |
| REGION3 | Ontario | | | Reference category | |
| REGION4 | Man/Sask | -26.49 | | 10.22 | -2.59 |
| REGION5 | Alta/BC'. | -0.07 | ns | 6.83 | -0.01 |
| EDUC1 | No high school diploma | -24.09 | | 9.72 | -2.48 |
| EDUC2 | High school diploma | | | Reference category | |
| EDUC3 | Some post-sec/trades | -12.61 | ns | 8.15 | -1.55 |
| EDUC4 | College/ CEGEP | -6.41 | ns | 8.38 | -0.77 |
| EDUC5 | Univers. degree | 15.80 | ns | 8.56 | 1.85 |
| STUDENT1 | Full-time student | 4.59 | ns | 12.81 | 0.36 |
| STUDENT2 | Part-time student | -14.59 | ns | 15.69 | -0.93 |
| STUDENT3 | Not a student | | | Reference category | |
| KIDS1 | Youngest 0- 5 yrs | -20.10 | | 9.60 | -2.09 |
| KIDS2 | Youngest 6-12 yrs | | | Reference category | |
| KIDS3 | Youngest 13-17 yrs | -7.73 | ns | 11.31 | -0.68 |
| KIDS4 | Youngest 18+ yrs | 26.40 | | 12.44 | 2.12 |
| KIDS5 | No children | 7.62 | ns | 8.61 | 0.89 |
| HEALTH1 | Excellent | -0.39 | ns | 7.21 | -0.05 |
| HEALTH2 | Very good | 1.00 | ns | 6.94 | 0.14 |
| HEALTH3 | Good | | | Reference category | |
| HEALTH4 | Fair | -15.68 | ns | 12.17 | -1.29 |
| HEALTH5 | Poor | -2.32 | ns | 29.39 | -0.08 |
| REL_ATT1 | At least once a week | 51.31 | | 9.21 | 5.57 |
| REL_ATT2 | At least once a month' | | | Reference category | |
| REL_ATT3 | 3 or 4 times a year | -0.81 | ns | 10.15 | -0.08 |
| REL_ATT4 | Once or twice a year | -3.48 | ns | 10.55 | -0.33 |
| REL_ATT5 | Not at all | 4.10 | ns | 8.53 | 0.48 |
| INCOME1 | Under $20,000 | 28.35 | | 10.15 | 2.80 |
| INCOME2 | $20,000-$39,999 | -1.21 | ns | 7.91 | -0.15 |
| INCOME3 | $40,000-$59,999 | | | Reference category | |
| INCOME4 | $60,000-$79,999 | 10.61 | ns | 7.69 | 1.38 |
| INCOME5 | $80,000 or more | -26.63 | | 7.59 | -3.51 |
| (Constant) | | 82.52 | | 13.94 | 5.92 |

Adjusted R-square: 4.8% Standard error: 141.6 No. of observations: 2,988

ns: b-coefficient not significant at the 95% level of confidence.

**Appendix** (*cont.*)

## Regression 2b: Time Off To Volunteer

**Volunteer Hours as a Function of Employer Support**

**Among All Employees who Volunteered for One Organization, 1997**

| Variable | | b-coefficient | | Standard error | t-statistic |
|---|---|---|---|---|---|
| DEPENDENT | Volunteer hours | | | | |
| ZAQ22B | Time off to volunteer | 27.77 | | 6.78 | 4.10 |
| FULLTIME | Full time employee | -26.05 | | 7.54 | -3.45 |
| AGE1 | Age 15-24 | -28.72 | | 10.76 | -2.67 |
| AGE2 | Age 25-34 | 10.36 | ns | 7.66 | 1.35 |
| AGE3 | Age 35-44 | | Reference category | | |
| AGE4 | Age 45-54 | -8.16 | ns | 8.21 | -1.00 |
| AGE5 | Age 55+ | -18.41 | ns | 11.41 | -1.61 |
| SEX1 | Male | 28.86 | | 5.53 | 5.22 |
| REGION1 | Atlantic | 8.95 | ns | 10.35 | 0.86 |
| REGION2 | Quebec | 2.02 | ns | 7.47 | 0.27 |
| REGION3 | Ontario | | Reference category | | |
| REGION4 | Man/Sask | -26.92 | | 10.19 | -2.64 |
| REGION5 | Alta/BC'. | 0.56 | ns | 6.81 | 0.08 |
| EDUC1 | No high school diploma | -21.94 | | 9.70 | -2.26 |
| EDUC2 | High school diploma | | Reference category | | |
| EDUC3 | Some post-sec/trades | -12.94 | ns | 8.11 | -1.60 |
| EDUC4 | College/ CEGEP | -5.26 | ns | 8.36 | -0.63 |
| EDUC5 | Univers. degree | 16.25 | ns | 8.54 | 1.90 |
| STUDENT1 | Full-time student | 4.94 | ns | 12.77 | 0.39 |
| STUDENT2 | Part-time student | -14.19 | ns | 15.64 | -0.91 |
| STUDENT3 | Not a student | | Reference category | | |
| KIDS1 | Youngest 0- 5 yrs | -20.04 | | 9.57 | -2.09 |
| KIDS2 | Youngest 6-12 yrs | | Reference category | | |
| KIDS3 | Youngest 13-17 yrs | -7.15 | ns | 11.28 | -0.63 |
| KIDS4 | Youngest 18+ yrs | 24.04 | ns | 12.41 | 1.94 |
| KIDS5 | No children | 5.51 | ns | 8.58 | 0.64 |
| HEALTH1 | Excellent | -0.42 | ns | 7.19 | -0.06 |
| HEALTH2 | Very good | 1.58 | ns | 6.92 | 0.23 |
| HEALTH3 | Good | | Reference category | | |
| HEALTH4 | Fair | -14.47 | ns | 12.14 | -1.19 |
| HEALTH5 | Poor | -8.99 | ns | 29.33 | -0.31 |
| REL_ATT1 | At least once a week | 51.56 | | 9.18 | 5.62 |
| REL_ATT2 | At least once a month' | | Reference category | | |
| REL_ATT3 | 3 or 4 times a year | -4.13 | ns | 10.14 | -0.41 |
| REL_ATT4 | Once or twice a year | -4.40 | ns | 10.51 | -0.42 |
| REL_ATT5 | Not at all | 3.50 | ns | 8.50 | 0.41 |
| INCOME1 | Under $20,000 | 28.13 | | 10.12 | 2.78 |
| INCOME2 | $20,000-$39,999 | -1.52 | ns | 7.88 | -0.19 |
| INCOME3 | $40,000-$59,999 | | Reference category | | |
| INCOME4 | $60,000-$79,999 | 9.22 | ns | 7.67 | 1.20 |
| INCOME5 | $80,000 or more | -27.67 | | 7.57 | -3.66 |
| (Constant) | | 79.52 | | 13.92 | 5.71 |

Adjusted R-square: 5.3%  Standard error: 141.4  No. of observations: 2,988

ns: b-coefficient not significant at the 95% level of confidence.

**Appendix** (*cont.*)

## Regression 2c: Change of Work Hours Schedule

**Volunteer Hours as a Function of Employer Support**

**Among All Employees who Volunteered for One Organization, 1997**

| Variable | | b-coefficient | | Standard error | t-statistic |
|---|---|---|---|---|---|
| DEPENDENT | Volunteer hours | | | | |
| ZAQ22C | Change of work hours schedule | 27.95 | | 6.98 | 4.01 |
| FULLTIME | Full time employee | -24.10 | | 7.54 | -3.20 |
| AGE1 | Age 15-24 | -28.89 | | 10.76 | -2.68 |
| AGE2 | Age 25-34 | 10.26 | ns | 7.67 | 1.34 |
| AGE3 | Age 35-44 | | Reference category | | |
| AGE4 | Age 45-54 | -7.49 | ns | 8.21 | -0.91 |
| AGE5 | Age 55+ | -18.69 | ns | 11.41 | -1.64 |
| SEX1 | Male | 27.74 | | 5.53 | 5.01 |
| REGION1 | Atlantic | 8.31 | ns | 10.35 | 0.80 |
| REGION2 | Quebec | 0.43 | ns | 7.44 | 0.06 |
| REGION3 | Ontario | | Reference category | | |
| REGION4 | Man/Sask | -26.89 | | 10.19 | -2.64 |
| REGION5 | Alta/BC'. | -0.44 | ns | 6.81 | -0.07 |
| EDUC1 | No high school diploma | -23.42 | | 9.69 | -2.42 |
| EDUC2 | High school diploma | | Reference category | | |
| EDUC3 | Some post-sec/trades | -12.72 | ns | 8.11 | -1.57 |
| EDUC4 | College/ CEGEP | -5.83 | ns | 8.35 | -0.70 |
| EDUC5 | Univers. degree | 15.91 | ns | 8.54 | 1.86 |
| STUDENT1 | Full-time student | 3.78 | ns | 12.77 | 0.30 |
| STUDENT2 | Part-time student | -13.94 | ns | 15.64 | -0.89 |
| STUDENT3 | Not a student | | Reference category | | |
| KIDS1 | Youngest 0- 5 yrs | -19.76 | | 9.57 | -2.06 |
| KIDS2 | Youngest 6-12 yrs | | Reference category | | |
| KIDS3 | Youngest 13-17 yrs | -5.22 | ns | 11.29 | -0.46 |
| KIDS4 | Youngest 18+ yrs | 26.21 | | 12.40 | 2.11 |
| KIDS5 | No children | 6.48 | ns | 8.57 | 0.76 |
| HEALTH1 | Excellent | -0.61 | ns | 7.19 | -0.08 |
| HEALTH2 | Very good | 0.94 | ns | 6.92 | 0.14 |
| HEALTH3 | Good | | Reference category | | |
| HEALTH4 | Fair | -13.79 | ns | 12.15 | -1.14 |
| HEALTH5 | Poor | -1.53 | ns | 29.29 | -0.05 |
| REL_ATT1 | At least once a week | 50.17 | | 9.19 | 5.46 |
| REL_ATT2 | At least once a month' | | Reference category | | |
| REL_ATT3 | 3 or 4 times a year | -3.99 | ns | 10.14 | -0.39 |
| REL_ATT4 | Once or twice a year | -4.90 | ns | 10.51 | -0.47 |
| REL_ATT5 | Not at all | 3.38 | ns | 8.50 | 0.40 |
| INCOME1 | Under $20,000 | 29.71 | | 10.12 | 2.94 |
| INCOME2 | $20,000-$39,999 | -1.10 | ns | 7.88 | -0.14 |
| INCOME3 | $40,000-$59,999 | | Reference category | | |
| iNCOME4 | $60,000-$79,999 | 9.40 | ns | 7.67 | 1.23 |
| INCOME5 | $80,000 or more | -26.63 | | 7.57 | -3.52 |
| (Constant) | | 79.20 | | 13.93 | 5.69 |

Adjusted R-square: 5.3%  Standard error: 141.4  No. of observations: 2,988

ns: b-coefficient not significant at the 95% level of confidence.

**Appendix A** (*cont.*)

## Regression 2d: Recognition/Letter of Thanks

**Volunteer Hours as a Function of Employer Support**

**Among All Employees who Volunteered for One Organization, 1997**

| Variable | | b-coefficient | | Standard error | t-statistic |
|---|---|---|---|---|---|
| DEPENDENT | Volunteer hours | | | | |
| ZAQ22D | Recognition/letter of thanks | -4.47 | ns | 7.98 | -0.56 |
| FULLTIME | Full time employee | -24.58 | | 7.56 | -3.25 |
| AGE1 | Age 15-24 | -27.95 | | 10.80 | -2.59 |
| AGE2 | Age 25-34 | 10.62 | ns | 7.69 | 1.38 |
| AGE3 | Age 35-44 | | | Reference category | |
| AGE4 | Age 45-54 | -8.42 | ns | 8.23 | -1.02 |
| AGE5 | Age 55+ | -19.86 | ns | 11.44 | -1.74 |
| SEX1 | Male | 28.69 | | 5.54 | 5.18 |
| REGION1 | Atlantic | 7.38 | ns | 10.38 | 0.71 |
| REGION2 | Quebec | -0.89 | ns | 7.48 | -0.12 |
| REGION3 | Ontario | | | Reference category | |
| REGION4 | Man/Sask | -26.58 | | 10.22 | -2.60 |
| REGION5 | Alta/BC'. | -0.24 | ns | 6.83 | -0.04 |
| EDUC1 | No high school diploma | -24.23 | | 9.72 | -2.49 |
| EDUC2 | High school diploma | | | Reference category | |
| EDUC3 | Some post-sec/trades | -12.54 | ns | 8.14 | -1.54 |
| EDUC4 | College/ CEGEP | -6.36 | ns | 8.37 | -0.76 |
| EDUC5 | Univers. degree | 15.91 | ns | 8.56 | 1.86 |
| STUDENT1 | Full-time student | 4.58 | ns | 12.80 | 0.36 |
| STUDENT2 | Part-time student | -14.71 | ns | 15.68 | -0.94 |
| STUDENT3 | Not a student | | | Reference category | |
| KIDS1 | Youngest 0- 5 yrs | -20.13 | | 9.60 | -2.10 |
| KIDS2 | Youngest 6-12 yrs | | | Reference category | |
| KIDS3 | Youngest 13-17 yrs | -7.70 | ns | 11.31 | -0.68 |
| KIDS4 | Youngest 18+ yrs | 26.20 | | 12.44 | 2.11 |
| KIDS5 | No children | 7.86 | ns | 8.59 | 0.91 |
| HEALTH1 | Excellent | -0.30 | ns | 7.21 | -0.04 |
| HEALTH2 | Very good | 1.22 | ns | 6.95 | 0.18 |
| HEALTH3 | Good | | | Reference category | |
| HEALTH4 | Fair | -15.54 | ns | 12.17 | -1.28 |
| HEALTH5 | Poor | -1.46 | ns | 29.39 | -0.05 |
| REL_ATT1 | At least once a week | 51.15 | | 9.21 | 5.55 |
| REL_ATT2 | At least once a month' | | | Reference category | |
| REL_ATT3 | 3 or 4 times a year | -0.34 | ns | 10.16 | -0.03 |
| REL_ATT4 | Once or twice a year | -3.13 | ns | 10.55 | -0.30 |
| REL_ATT5 | Not at all | 4.32 | ns | 8.52 | 0.51 |
| INCOME1 | Under $20,000 | 28.37 | | 10.14 | 2.80 |
| INCOME2 | $20,000-$39,999 | -1.16 | ns | 7.90 | -0.15 |
| INCOME3 | $40,000-$59,999 | | | Reference category | |
| INCOME4 | $60,000-$79,999 | 10.77 | ns | 7.69 | 1.40 |
| INCOME5 | $80,000 or more | -26.45 | | 7.59 | -3.49 |
| (Constant) | | 82.85 | | 13.95 | 5.94 |

Adjusted R-square: 4.8%  Standard error: 141.8  No. of observations: 2,988

ns: b-coefficient not significant at the 95% level of confidence.

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